

CARDIFF HIGH SCHOOL



Anti-Bullying

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Policy 4.8

## CARDIFF HIGH SCHOOL

### ANTI-BULLYING

#### Introduction

The governors and staff at Cardiff High School recognise our statutory duty to safeguard and promote the welfare of children and young people. Bullying is taken seriously by all staff and we are committed to working with students and families to provide a learning environment that is calm, safe, and predictable in order for all learners to develop academically and socially - free from fear of ridicule, harassment or physical threat.

The approaches adopted by the school are in line with ***“Challenging Bullying - Rights, Respect Equality: Statutory Guidance For Governing Bodies of Maintained Schools” Welsh Government Circulation November 2019.***

Related Documents:

***Inclusion and pupil support (2016)***

***Keeping learners safe (2015)***

***Thinking positively: Emotional health and well-being in schools and Early Years settings***

***(Welsh Assembly Government, 2010)***

***School-based Counselling Operating Toolkit (Welsh Assembly Government, 2011)***

***Learner Travel (Wales) Measure 2008: All-Wales Travel Behaviour Code Statutory Guidance (2017)***

#### Aims

- To reduce, and where possible, eliminate instances in which students are subjected to any form of bullying
- To provide a coherent structure so that students can confidently report incidences of bullying
- To provide an appropriate after care process following an incident of bullying

#### Defining Bullying Behaviour

There is no legal definition of bullying in Wales or in Great Britain. For the purposes of this policy, and in line with Welsh Government guidance, bullying is defined as:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts others either physically or emotionally

Bullying is expressed through a range of hurtful behaviours: it can happen face-to-face or in the digital environment. It can be carried out by an individual or group but is generally executed in front of an audience to assert power or popularity. It may involve an element of secrecy so that adults are not aware of it.

Some behaviour, although unacceptable, is not considered bullying. These instances will be dealt with in accordance with the school's behaviour protocols. Bullying differs from an argument, a fight or friendship fallout in that it:

- Is deliberate or intentional
- Is generally repeated over time
- Involves a perceived imbalance of power between perpetrator and target
- Causes feelings of distress, fear, loneliness, humiliation and powerlessness

## **Prevention**

Everyone within our school community has a part to play in preventing bullying. Cardiff High School has adopted a whole school approach in its bid to promote positive, respectful behaviour between staff and learners. The approach is woven through the Health and Wellbeing and wider curriculum, our positive behaviour policy and protocols, assemblies, discipline with dignity protocol, restorative practices and enrichment opportunities. This supports the creation of an environment which encourages positive behaviour and addresses the root causes of unacceptable behaviour.

The school has adopted a range of proactive measures in relation to preventing bullying:

- In addition to its place within the curriculum, the school will promote its anti-bullying stance within assemblies, form time activities and Health and Wellbeing events
- Students are encouraged to report incidents of bullying to any member of staff or our digital email inbox ([talk2me@cardiffhigh.cardiff.sch.uk](mailto:talk2me@cardiffhigh.cardiff.sch.uk))
- The school invests time in the creation of a School Senedd as well as focus groups in order to examine and act upon prejudice and misconceptions. These include The Diversity Forum and LGBTQ+ group
- The school has nurtured strong links with the local PCSO. This provides both a range of anti-bullying strategies as well as a platform for educating students regarding the links between bullying and the law
- The school encourages positive relationships between form tutors and their mentees; where possible, form tutors remain with their forms from Year 7 to Year 11. This provides students with a familiar contact point
- Each Key Stage within the school has a non-teaching Wellbeing and Achievement Officer. They are available throughout the day should pupils wish to report any incidents of bullying
- The school's Nurture facility serves to prevent bullying in a number of ways: firstly, it is a quiet, calm haven during non-structured times of the day; secondly, students may approach the nurture staff to report incidents of bullying
- The school has a well-established Restorative Justice approach to effectively manage conflict
- The school employs two Restorative Officers who are able to confidently facilitate Restorative Conferences between students in a bid to a) prevent friendship issues

from escalating into bullying and b) to support learners who have experienced bullying

- The school will promote the notion of “E-Safety” through assemblies. Health and Wellbeing events will also be led by external agencies, e.g. the police, in order to raise the profile of and develop awareness of appropriate behaviour, safety online and the legal implications of cyber bullying
- There will be diligent patrolling by staff at breaks and before, during and after school. Members of the Leadership Group are on duty throughout each day to deal with potential problems and support duty teams
- There will be active promotion and celebration of National “Anti-Bullying Week” and Anti-Bullying Campaigns
- All new staff will receive training on Pastoral Issues and in particular both the Discipline with Dignity protocols and the Anti-Bullying Strategy after arriving at Cardiff High School
- Information will be shared with parents in relation to safeguarding the use of inappropriate social media sites and other pastoral issues.
- Health and Wellbeing sessions will reinforce key messages in relation to acceptable and unacceptable/ illegal behaviour
- An annual Diversity Week will further enhance ongoing curriculum provision in terms of celebrating the wealth of cultures at Cardiff High School

### **Role of Parents/Carers**

Parents/carers have an important role to play in combating bullying in school and can help in a number of ways:

- To impress on children the importance of sociable behaviour
- To report to the school concerns about victims or perpetrators of bullying
- To actively participate in supporting students involved in bullying where deemed appropriate, i.e. both the child who has cause harm and the child who has had harm inflicted upon them
- To monitor social media activity in a bid to ensure that only age appropriate sites are being accessed

### **Investigation**

An investigation into alleged bullying will be conducted by the most appropriate member of staff, depending on the severity of the allegation. This may be the Achievement Leader, a Wellbeing and Achievement Officer, Assistant Headteacher or Deputy Headteacher. There may be occasions where this will include external agencies such as the Police.

Any investigation into alleged bullying will be discreet, sensitive, timely and thorough. The exact timeline of investigations will vary depending on the scenario but will usually include:

- The alleged victim will be talked to along with other witnesses and statements will be taken
- The accused will be talked to, to obtain their version of events
- Other staff, students and parents will be involved, where needed
- Parents/carers will be fully briefed
- A record will be placed in all the involved students' files
- All students will be made aware that such behaviour will not be tolerated
- Wellbeing follow up support will be offered

### **Outcomes**

- The student who has been bullied will be offered support if they feel they need it. This may depend on the nature and severity of the incident.
- Students who have displayed bullying behaviour will be issued sanctions in line with the school behaviour policy. These sanctions range from detentions to fixed and even permanent exclusion where it is deemed bullying has been extreme and particularly damaging
- Support for the child who has caused harm will be offered, if necessary, in the form of developing empathy, managing behaviour and understanding the impact of unacceptable behaviour on others
- Parents of those bullied and child who has caused harm will be updated throughout the investigation
- A Restorative Justice Conference meeting will be set up, if deemed appropriate, to take place as soon as possible. This is the process where both parties provide an opportunity to achieve closure through mediation by Cardiff High School's Restorative Officers